

**SIRIUS XM RADIO
NEW YORK CITY EMPLOYMENT UNIT
EEO PUBLIC FILE REPORT
February 1, 2020-January 31, 2021**

I. VACANCY LIST

See Section II, the “Master Recruitment Source List” (“MRSL”) for recruitment source data

Job Title	Recruitment Sources (“RS”) Used to Fill Vacancy	RS Referring Hiree
Copywriter, Content Marketing	2-3, 7-8, 14, 20-22, 30, 32-33, 40-41	8
Production Assistant	2-3, 7-8, 14, 20-22, 30, 32-33, 40-41	2
Coordinator, Music Programming	2-3, 7-8, 14, 40-41	8
Associate Producer, Tell Me Everything with John Fugelsang	2-3, 7-8, 14, 20-22, 30, 32-33, 40-41	2
Coordinator, Ad Sales	1-4, 7-8, 14, 20-22, 30, 32-33, 40-41	2
Writer/Producer, Talk Programming	1-3, 7-8, 14, 20-22, 30, 32-33, 40-41	2
Senior Video Technician, Broadcast Maintenance	1-4, 7-8, 12, 14, 16, 20-22, 30, 32-33, 40-41	16
Technical Delivery Manager	2-5, 7-8, 14, 16, 20-22, 30, 32-33, 40-41	16
Manager, Sports Partnerships & Marketing	2-5, 7-8, 12, 14, 20-22, 30, 32-33, 40-41	5
Board Operator, Talk Programming	2-3, 5, 7-8, 14, 20-22, 30, 32-33, 40-41	5
Producer, SiriusXM Fight Nation	2-3, 5, 7-8, 13-14, 20-22, 30, 32-33, 40-41	5
Board Operator, Talk Programming	2-3, 5, 7-8, 14, 20-22, 30, 32-33, 40-41	5
Producer, Volume	1-5, 7-8, 12, 14, 20-22, 30, 32-33, 40-41	5
Coordinator, Music Programming	2-3, 5, 7-8, 14, 40-41	5
Coordinator, Music Programming	1-5, 7-8, 12, 14, 40-41	5
Associate Producer, Doctor Radio	1-5, 7-8, 14, 20-22, 30, 32-33, 40-41	5

This Report provides recruitment data collected from January 23, 2020 through January 21, 2021.

**Exigent Circumstances*

Research Producer, Talk Programming	1-5, 7-8, 14, 20-22, 30, 32-33, 40-41	5
Assistant Music Programmer	1-5, 7-8, 12, 14-15, 20-22, 30, 32-33, 40-41	5
Pathways Associate	1-5, 7-8, 14, 40-46	5
Pathways Associate	1-5, 7-8, 14, 40-46	5
Pathways Associate	1-5, 7-8, 14, 40-46	5
On-Air Host*	5	5

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**Exigent Circumstances*

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II. MASTER RECRUITMENT SOURCE LIST (“MRSL”)

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
1	Word-of-Mouth Referral	N	1
2	Company Website Posting http://www.siriusxm.com/careers	N	56
3	Internal Posting/Company Intranet	N	0
4	Monster http://www.monster.com 646-427-6279 622 Third Avenue, 37 th Floor New York, NY 10017	N	0
5	Internal Transfer/Promotion/Conversion	N	17
6	Former Employee/Intern	N	0
7	Indeed (<i>via indirect scraping</i>) http://www.indeed.com 470 West Avenue, Suite 2002 Stamford, CT 06902	N	4
8	LinkedIn (online job board and/or active sourcing) http://www.linkedin.com 212-946-0443 250 5 th Avenue New York, NY 10118	N	33

9	Glassdoor.com (<i>not directly contacted by SEU</i>) http://www.glassdoor.com 1 Harbor Drive, Suite 300 Sausalito, CA 94965	N	0
10	Dice https://www.dice.com 5 W. Santa Clara St. San Jose, CA 95113	N	0
11	Careerbuilder http://www.careerbuilder.com 200 N. LaSalle Street, Suite 2000 Chicago, IL 60601 773-527-3600	N	0
12	The Muse https://www.themuse.com/ 1375 Broadway, 20th Floor New York, New York 10018 United States	N	1
13	ZipRecruiter https://www.ziprecruiter.com/ 604 Arizona Ave. Santa Monica, CA 90401	N	0
14	FairyGodBoss https://fairygodboss.com/ 15 West 38th Street, 5th Floor New York, NY 10018	N	0
15	Salary.com https://salary.com Salary.com, LLC 610 Lincoln St. North, Suite #200 Waltham, MA 02451	N	0
16	AddThis (<i>not directly contacted by SEU</i>) http://addthis.com 1900 Oracle Way Reston, VA 20190	N	2
17	mediabistro.com http://www.mediabistro.com 475 Park Avenue South, 4 th Floor New York, NY 10016 212-389-2000	N	0
18	New York University – Wasserman Center Cheryl Mazlen 133 E. 13 th Street, 2 nd Floor New York, NY 10003 quent.mazlen@nyu.edu (212) 998-4730 http://www.nyu.edu/careerdevelopment/	N	0

19	Syracuse University Career Services 303 University Place Syracuse, NY 13244 (315) 443-3616 http://careerservices.syr.edu/index.html	N	0
20	Hofstra University Keesha Cameron 1000 Fulton Avenue Hempstead, NY 11549 plakac@hofstra.edu (516) 463-6060 http://www.hofstra.edu/StudentAffairs/StudentServices/career/index.html	N	0
21	Seton Hall University Reesa Greenwald 400 South Orange Ave South Orange NJ, 07079 greenwre@shu.edu (973) 275-2828 http://www.shu.edu/offices/career-center/	N	0
22	Fordham University Catrina Cunningham 113 West 60 th Street New York, NY 10023 ccunningham@fordham.edu (718) 817-4353 http://www.fordham.edu/campus_resources/student_services/career_services/	N	0
23	New Jersey Institute of Technology Career Services University Heights Newark, NJ 07102 (973) 596-3227 http://www.njit.edu/cds/	N	0
24	Binghamton University 4400 Vestal Pkwy E Binghamton, NY 13902 https://www.binghamton.edu/ccpd/index.html	N	0
25	Gettysburg College 300 N Washington St Gettysburg, PA 17325 https://www.gettysburg.edu	N	0
26	Lincoln University of Pennsylvania 1570 Baltimore Pike Lincoln University, PA 19352 https://www.lincoln.edu/	N	0

27	Villanova University 800 Lancaster Ave Villanova, PA 19085 https://www1.villanova.edu/university.html	N	0
28	Mercy College 555 Broadway Dobbs Ferry, NY 10522 https://www.mercy.edu/	N	0
29	Greater New York Chamber of Commerce 20 West 44 th Street, 4 th floor New York, NY 10036 Phone 212-686-7220	N	0
30	National Lesbian & Gay Journalists Association 1420 K Street, NW, Suite 910 Washington, DC 20005 info@nlgja.org 202.588.9888	N	0
31	American Women in Radio and Television 1760 Old Meadow Road, Suite 500 McLean, VA 22102 (703) 506-3290 http://www.awrt.org/	N	0
32	Organization of Chinese Americans oca@ocanational.org 202.223.5500 1322 18 th St, NW Washington DC 20036	N	0
33	League of United Latin American Citizens Elizabeth Garcia Egarcia@LULAC.org 202.833.6130 2000 L St., NW, Suite 610 Washington, DC 20036	N	0
34	The Society of Women Engineers (SWE) 120 S LaSalle Street, Suite 1515 Chicago, IL 60603 1-877-793-4636	N	0
35	Big Brothers Big Sisters https://www.bigsnyc.org/contact 40 Rector St, New York, NY 10006	N	0
36	Facebook (paid advertisement and/or posting on SiriusXM Facebook page) http://www.facebook.com 156 University Avenue Palo Alto, CA 94301	N	0
37	Twitter (Sirius XM online job messaging) http://www.twitter.com 795 Folsom Street San Francisco, CA 94103	N	0

38	Instagram 1 Hacker Way Menlo Park, CA 94025 https://www.instagram.com	N	0
39	Radio Ad SiriusXM 1221 Avenue of the Americas New York, NY 10020 Siriusxm.com/careers	N	0
40	Local Jobs Network (<i>posts all SEU jobs at Siriusxm.com/careers to state and federal DOL sites, military veteran job boards, over 600 local and state diversity sites, and 15,000 community-based organizations.</i>) 1000 N Water St Milwaukee, Wisconsin	N	0
41	NYS Department of Labor – Job Bank Posting and One-Stop Career Center Guidance 1 Hudson Square 75 Varick Street, 7 th Floor New York, NY 10013 Phone: (212) 775-3330 Fax: (212) 775-3855 Job Bank link: http://newyork.us.jobs/	N	0
42	Howard University https://home.howard.edu/ 2400 6th St NW Washington, DC 20059	N	
43	Spelman College https://www.spelman.edu/ 350 Spelman Ln SW Atlanta, GA 30314	N	
44	Morehouse College https://www.morehouse.edu/ 830 Westview Dr SW Atlanta, GA 30314	N	
45	Morgan State University https://www.morgan.edu/ 1700 E Cold Spring Ln Baltimore, MD 21251	N	
46	Prairie View A&M University https://www.pvamu.edu/ 100 University Dr Prairie View, TX 77446	N	
TOTAL INTERVIEWEES OVER REPORTING PERIOD			114

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III. RECRUITMENT INITIATIVES

	Type Of Recruitment Initiative (Menu Selection)	Brief Description Of Activity
1	Participated in job fair	On March 4, 2020, SiriusXM participated in a career fair and networking event with New York University. During the event members of the SiriusXM University Recruiting team presented to students on LinkedIn best practices.
2	Host event/program sponsored by or on behalf of a community organization relating to careers in satellite broadcasting	On January 16, 2020, SiriusXM hosted Bottom Line for a career exploration event. The event concluded with a panel session about SiriusXM and the company's internship program, career paths within the company, and a question and answer session.
3	Host event/program sponsored by or on behalf of a community organization relating to careers in satellite broadcasting	On February 4, 2020, SiriusXM and our Pride Community hosted an event with students from the Live Out Loud LGBT+ community organization.
4	Host event/program sponsored by or on behalf of a community organization relating to careers in satellite broadcasting	On February 19 2020, SiriusXM and our Mixtape Community hosted Big Brothers Big Sisters for a Black History Month Networking event. The visit included a panel discussion with SiriusXM leaders.
5	Attended event/program sponsored by or on behalf of an educational institution relating to careers in satellite broadcasting	On January 6, 2020, SiriusXM participated in a university site visit with Syracuse University. The event concluded with a panel session about SiriusXM and the company's internship program, career paths within the company, and a question and answer session.
6	Attended event/program sponsored by or on behalf of an educational institution relating to careers in satellite broadcasting	On January 8, 2020, SiriusXM participated in a university site visit with Binghamton University. The event concluded with a panel session about SiriusXM and the company's internship program, career paths within the company, and a question and answer session.
7	Attended event/program sponsored by or on behalf of an educational institution relating to careers in satellite broadcasting	On January 14, 2020, SiriusXM participated in a university site visit with Gettysburg College. The event concluded with a panel session about SiriusXM and the company's internship program, career paths within the company, and a question and answer session.

8	Attended event/program sponsored by or on behalf of an educational institution relating to careers in satellite broadcasting	On February 4, 2020, SiriusXM participated in a university site visit with Lincoln University of Pennsylvania. The event concluded with a panel session about SiriusXM and the company's internship program, career paths within the company, and a question and answer session.
9	Attended event/program sponsored by or on behalf of an educational institution relating to careers in satellite broadcasting	On February 7, 2020, SiriusXM participated in a university site visit with Villanova University. The event concluded with a panel session about SiriusXM and the company's internship program, career paths within the company, and a question and answer session.
10	Attended event/program sponsored by or on behalf of an educational institution relating to careers in satellite broadcasting	On February 11, 2020, SiriusXM participated in a university site visit with Mercy College. The event concluded with a panel session about SiriusXM and the company's internship program, career paths within the company, and a question and answer session.
11	Attended event/program sponsored by or on behalf of an educational institution relating to careers in satellite broadcasting	On February 27, 2020, SiriusXM participated in a university site visit with New Jersey Institute of Technology. The event concluded with a panel session about SiriusXM and the company's internship program, career paths within the company, and a question and answer session.
12	Hosted event/program sponsored by or on behalf of an educational institution relating to careers in satellite broadcasting	On March 6, 2020, SiriusXM posted students participating in the College Students for Radio Conference. The event included a tour of the broadcast facilities, information on career paths within the company, and a question and answer session.
13	Host program to promote diversity among entry level	During this reporting period, SiriusXM launched the Pathways Program. The Pathways program provides a unique opportunity to place annually five (5) talented individuals from Historically Black Colleges and Universities (HBCUs) into a defined entry level career path at the company. The program will focus on top talent from these schools with flexibility to place participants in a wide range of entry level roles and departments. Participants will also be enrolled in mentorship and developmental programs as part of a one (1) year cohort.
14	Host Internship Programs (3)	During this reporting period, SiriusXM hosted a total of 180 interns in the Spring, Summer and Fall 2020 Internship Programs at its New York offices. The interns participated in several departments at SiriusXM, including Programming (Music, Talk, Sports), Marketing, Accounting/Finance, and Information Technology. Interns were assigned to one department based on their area of interest. Each intern was trained and supervised by a departmental mentor in the operations of the department. The students hailed from schools nationwide, which included, but are not limited to, New York University, Columbia University, Syracuse University, Pace University, and Hofstra University.

15	Activity designed by the employment unit that furthers the goal of disseminating information as to employment opportunities in satellite broadcasting	In its ongoing efforts to promote an inclusive environment at SiriusXM, the company maintains several employee resource groups that encourage the hiring, development, retention and promotion of diverse employees as well as promote standards, behaviors and policies that exemplify best practices in the area of diversity and inclusion.
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